

BREXIT BASICS

Issue 2, 30 November 2020

EMPLOYING STAFF POST-BREXIT

Introduction

It's only **32** days to go until the UK leaves the European Union (EU), this issue of "Brexit Basics" from South Ayrshire Council's Economy & Regeneration team will focus on what impact Brexit will have in terms of employees and movement of staff in/out of the EU.

Upcoming Event: Brexit Overview

On Thursday 3rd December, 10am – 11am, the Economy & Regeneration team will host a "Brexit Overview" webinar. The session will include live Q&A with a customs expert. To join the webinar, simply click the below link a few minutes prior to 10am:

<https://global.gotomeeting.com/join/307932613>

You can also dial in using your phone; [+44 20 3713 5011](tel:+442037135011) (access code: 307-932-613)

Notes

- As an employer, it is important that whilst you should be aware of immigration issues linked to Brexit, you *should not* give immigration advice to employees unless you are **qualified to do so** (please see [THIS SITE](#) to find an immigration adviser)
- Note that EU citizens can continue to use their passport or national identity card as proof of their rights until 30 June 2021
- Remember, UK staff travelling in and out of the EU for business will require 6 months validity on their passports

To stay up to date on how Scotland is preparing for Brexit and how your business can too, please make sure to visit the [Prepare for Brexit](#) website

EU SETTLEMENT SCHEME

The EU settlement scheme opened in March 2019 and is in place to help EU citizens stay in Scotland post-Brexit. The scheme is open until 30 June 2021, though individuals will have to have been resident in the UK by 31st December 2020 to be eligible to apply. Please note that the scheme is also open to European Economic Area (EEA) and Swiss nationals.

The Scottish Government is keen to support employers and individuals with this scheme and recently published a [TOOLKIT](#) that can be accessed for additional support and advice.

There are lots of ways you can support staff who require to apply to the EU settlement scheme. You can;

- Ensure you share information with employees that they need to support their application (e.g. payslips) in a timely fashion
- Give employees time out of the working day to make their application
- Arrange a quiet space and access to devices for employees to complete the application
- Let employees know about the [ONLINE TOOL](#) that can help employees what to do for themselves and their families in terms of settlement in the UK

WHERE CAN EMPLOYEES GET SUPPORT?

It's understood that not all employees are digitally confident or may prefer to speak to an adviser about the application to the EU settlement scheme. In which case, you can refer employees to;

- Telephone helpline: 0300 123 7379 (UK) or from outside the UK+44(0)203 080 0010
- Digital support: There is a phone number for support to complete the online application (03333 445 675) or a [WEBSITE](#) that can be consulted

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